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Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, KY 40601

Dear CPE:

Diversity of faculty, staff, and students at Madisonville Community College is an ongoing and important goal of mine and the college. Since I have been President, our common belief, born of experience, is that diversity is vital to fulfilling our primary mission – providing access to high quality education.

As an ACE Fellow in 1990-91, I received an outstanding education on diversity. ACE Fellows examined the issue of diversity, heard from some of the nation's finest experts, and attended two conventions that addressed the issue of diversity in the 20th century. From these experiences I have derived four basic principles that I share with students, faculty, and staff:

- 1) Diversity enriches every student in every class and program, providing students the opportunity to learn from those whose experiences, beliefs, and perspectives are different from their own;
- 2) Diversity challenges ideas and perspectives that differ from our own, promoting and developing higher order reasoning and critical thinking skills;
- 3) Diversity fosters mutual respect and teamwork, preparing students to become responsible citizens who evaluate people by the quality of their character and contributions; and
- 4) Diversity promotes community development, encouraging the effective use of the talents and abilities of all of our citizens.

With these principles in mind, I have involved numerous groups across the college and community in the development and up-dating of a multi-faceted diversity plan. The original plan was approved in 2007 by the faculty and staff of the college and the MCC Board of Directors. Under that plan the college was successful with CPE performance objectives. Our new diversity plan, "Beyond the Numbers," will be enhanced to meet current CPE performance objectives.

Under my leadership diversity will continue to be a community-wide effort, involving college personnel, public school personnel, community leaders, public officials, and religious organizations. Although we were able to meet CPE objectives

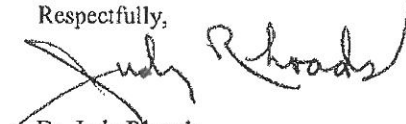


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under the original Kentucky Plan, we need time to transition to the new CPE objectives. I have raised \$100,000 in an endowment to support these diversity efforts and established a line item in the budget for the same purpose. I am committed to meeting the new CPE performance objectives and promise that Madisonville Community College will make every effort to do so.

Respectfully,


Dr. Judy Rhoads
President



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